

**WELCOME BACK FOR THE  
*FIRST* MMM OF 2026!**

***HAPPY WINTER QUARTER!***



***BROUGHT TO YOU BY  
MC FRANCES B)***



***MISS THE SIGN IN  
TABLE? SCAN HERE!***



***JANUARY 22ND,  
2026***

# ***Group participation time!!!***



***BROUGHT TO YOU BY  
MC FRANCES B)***



***Join the menti!***



***JANUARY 22ND,  
2026***

## **Contract Article**

With key highlights

## **What does this mean?**

### **Wages**

- Minimum undergraduate hourly wages:
  - Sept. 16, 2024: \$17.80
  - Jan. 1, 2025: \$19.00
  - Jan. 1, 2026: \$19.79
  - Guaranteed 3% increase for all hourly employees in the same job in Fall 2024 as now.
- Graduate TA/RA Stipends:
  - Sept. 16, 2024: \$1950
  - Sept. 16, 2025: \$2008
  - Sept. 16, 2026: \$2068
- Defensible job level categories

Campus minimum in January 2024 was \$16.28 and will rise to \$19.00 January 2025. Combined with the Bellingham minimum wage rate that WAWU helped pass into law, this contract has advanced the campus-wide hourly minimum wage \$2.72 in one year.

Wage steps between job levels increase \$1.50 and correspond to the work level descriptions at the end of the article. Nothing in this article prevents wage rates above the minimum, as exist in many positions currently.

Graduate stipend wages will go up \$250/month or 14.7%. These wages increase by 3% each year to advance with inflation.

## **Contract Article**

With key highlights

## **What does this mean?**

### **Parking and Transit**

- Free summer transit passes for workers when they aren't enrolled as students.
- Union participation in joint Transportation Advisory Committee

The University will provide student employees a free WTA and Skagit Transit pass for those working during quarters (including summer) in which they are not enrolled as a student. The Union will participate in a joint transportation committee to help advance affordability, sustainability, and accessibility of parking and transit at Western.

## **Contract Article**

With key highlights

## **What does this mean?**

### **Training**

All trainings are paid, and the university will determine all the trainings you need for your position.

## **Contract Article**

With key highlights

### **Fair Scheduling**

- 7 day notice of work schedule before start of your job
- 7 day notice required for any scheduling changes by employer, unless mutually agreed

## **What does this mean?**

Ensures that ESEs won't have to wait until the night before to receive their weekly schedule.

ESEs will have protections against hour cuts, and can't be forced to work more or less without 7 days.

**. . + . . Democracy . + . .**

# **Membership Discussion and Approvals**

**Review of Financial Report & Executive Board  
Meeting Minutes**

| Date       | Name                                | Money in/out  | Running Balance |
|------------|-------------------------------------|---------------|-----------------|
| 12/24/2025 | PP 24 Dues                          | \$ 2,871.18   | \$ 15,243.51    |
| 12/24/2025 | PP24 Initiation                     | \$ 10.00      | \$ 15,253.51    |
| 1/5/2026   | Banking service fee                 | \$ (9.00)     | \$ 15,244.51    |
| 1/6/2026   | Eddie CAP conf flight reimbursement | \$ (218.79)   | \$ 15,025.72    |
| 1/9/2026   | PP01 Dues                           | \$ 1,878.56   | \$ 16,904.28    |
| 1/9/2026   | PP01 Initiation                     | \$ 10.00      | \$ 16,914.28    |
| 1/14/2026  | Dec CAP                             | \$ (68.75)    | \$ 16,845.53    |
| 1/14/2026  | Dec PAC                             | \$ (68.75)    | \$ 16,776.78    |
| 1/14/2025  | Dec PCTs                            | \$ (3,450.11) | \$ 13,326.67    |
| 1/15/2025  | Gwyn Google Workspace reimbursement | \$ (178.13)   | \$ 13,148.54    |
| 1/16/2026  | Dues deposit correction             | \$ 10.00      | \$ 13,158.54    |

***SUBJECT TO VOTE:***

## Financial Report

### Updates:

- Our trustee, Eddie, submitted a routine audit of our finances to the International part of our union.
- Budget Committee
- Hourly ESEs - make sure you got a raise !

### Subject to Approval:

- Debit Card
- Adding Anika to Bank Acct
- Financial Report

Deposit

Withdrawal

| Date       | Name                                | Money in/out  | Running Balance |
|------------|-------------------------------------|---------------|-----------------|
| 12/24/2025 | PP 24 Dues                          | \$ 2,871.18   | \$ 15,243.51    |
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***SUBJECT TO VOTE:***

## Financial Report

**Important:**

Money will help us afford  
**bargaining for a new contract!**

This money comes from  
our dues!

Deposit

Withdrawal

***SUBJECT TO VOTE:***

## **Executive Board Meeting Minutes**

I procrastinated

[https://docs.google.com/document/d/1\\_CpQlNYvO1AuyjaW3B3rntrujv4IqFwVub4DXneNudY/edit?tab=t.0](https://docs.google.com/document/d/1_CpQlNYvO1AuyjaW3B3rntrujv4IqFwVub4DXneNudY/edit?tab=t.0)

<https://docs.google.com/document/d/1FtJKv2nViA7k2m3IL0fnwEIGoLZ059IXN6WEoy0SSzI/edit?tab=t.swavix63wjgj>

## **YES on**

**HB 2409 / SB 6045: Collective Bargaining Rights for Farmworkers in Washington**

**HB 2105 / SB 5852: Immigrant Worker Protection Act**

*72 hours notice before I-9 inspection and protection of workers rights regardless of immigration status*

**HB 1903: Low Income Energy Assistance**

*Lower energy burden for low income households, regardless of immigration status and with multilingual outreach*

## **NO on**

**HB 2052: Farmworkers Optionally Waive 15 hours overtime**

**HB 1597 / SB 5487, HB 1779: Growers select 12 weeks w/o overtime, Growers select 26 weeks w/o overtime**

**Legislative Priorities in  
Solidarity with  
Farmworkers**



# ACE

## Advocacy & Contract Enforcement



*Repurposed Slide I Stole From Our Trainings  
Western Academic Workers United  
Winter Quarter 2025*

# 2026 Raise Schedule

## Level 1

Hourly Minimum:  
19.00 > 19.79

- Duties are basic or semi-routine.
- Works under direct supervision.
- Job requires little decision making.

## Level 2

Hourly Minimum:  
20.50 > 21.29

- Duties may be moderately complex.
- Student works under general supervision.
- Duties involve some responsibility / judgment.

## Level 3

Hourly Minimum:  
22.00 > 22.79

- Duties are complex.
- Works under minimal supervision.
- May be responsible for directing other student employees.
- Duties include a high level of responsibility

Please note that these wages are the minimum required for each job level. Individual departments are permitted to pay more than these rates, which may affect the total raise you receive on Jan 1, 2026. If you have any questions or concerns, please contact us at [ACE@wawu-union.org](mailto:ACE@wawu-union.org)

# 2024-2027 ESE CBA

- 35 Articles
- 46 Violations (Oct '25)
- 1200 Employees In-Unit
- 19.00/Hr Min (19.79 1/1/26)
- Just Cause Terminations
- 30 Day Layoff Notice
- Immigration Support
- Various leaves
- Consistent Scheduling
- Reasonable Workload

COLLECTIVE BARGAINING AGREEMENT

by and between

WESTERN WASHINGTON UNIVERSITY

And

WESTERN ACADEMIC WORKERS UNITED

International Union, United Automobile, Aerospace and Agricultural Implement  
Workers of America, AFL-CIO

Effective

June 14, 2024, through January 31, 2027

[View the entire Collective Bargaining Agreement \(PDF\)](#)

## Table of Contents

Preamble

Article 1 – Recognition

Article 2 – Scope of Agreement

Article 3 – Grievance Procedure

Article 4 – Wages

Article 5 – Tuition and Fees

Article 6 – Job Posting

Article 7 – Appointment Notification

Article 8 – Scheduling

Article 9 – Training

Article 10 – Health and Safety

Article 11 – Workspace and Materials

Article 12 – Travel

Article 13 – Professional Development

Article 14 – Discipline or Dismissal

Article 15 – Personnel Files

Article 16 – Layoff

Article 17 – Workload

Article 18 – Holidays

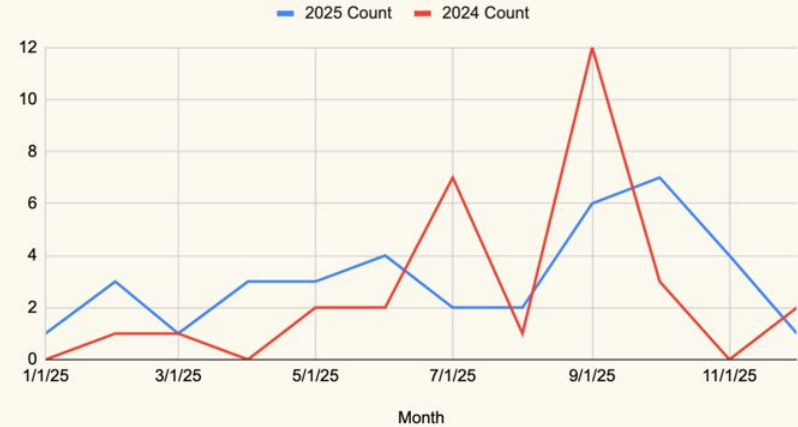
Article 19 – Leaves

Article 20 – Immigration

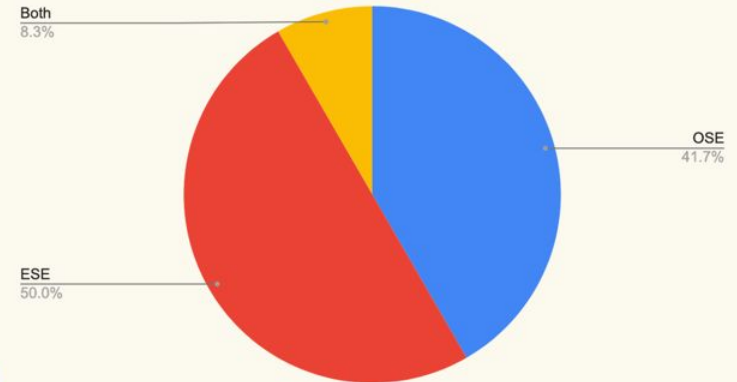
# Case Frequency

- ~25% increase in cases opened
- 31 cases in 2024, 37 in 2025
- ESE case volume was mostly stagnant
- OSE case count tripled in 2025

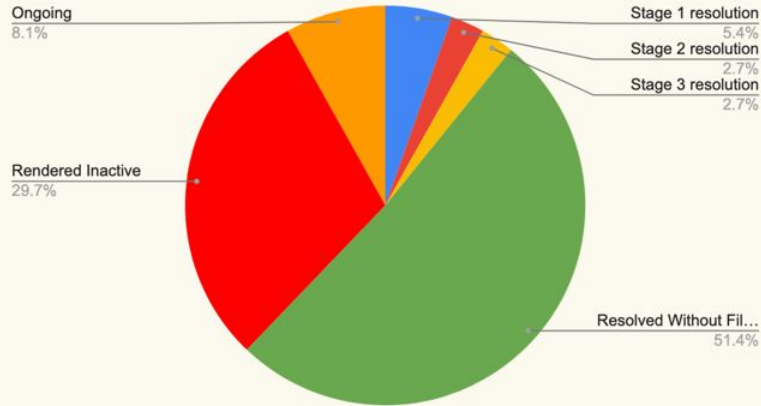
2024 v 2025 Case Frequency



2025 Unit Case Distribution



2025 Case Results



## Case Resolution:

- ~50% of our cases are resolved informally
- ~30% of our cases are not grievable, but we can still help these people
- ~10% of our cases result in grievances, all of which were resolved before arbitration (2025)
- All 2025 grievances were ESE cases

# Committee Meetings

- Every Sunday 2:00 to 3:00 – Must complete training to attend
- Upcoming Trainings:
  - Jan 24<sup>th</sup> at 12:00
  - Feb 21<sup>st</sup> at 12:00
  - March 14<sup>th</sup> at 12:00
  - Email [ace@wawu-union.org](mailto:ace@wawu-union.org) to register for trainings!
- Resources
  - [Case Tracker](#)
  - [Committee Notes](#)
  - [ACE Drive](#)

**An update from  
management...**

# Background:

Every other employee from Western is paid through state funding

- Student workers are not
- Which means our raises come from the operating budget....
- They want our cooperation to fix that.

Desire to move up bargaining from management's side to do w/ the timing of their budget request is due! (fall)

- In order to make the most accurate budget request for the fall, they need to start bargaining w/ the unions on campus now....
  - Because every agreement we come to, must be approved by BOT etc,

## **Option 1: Accept their timeline**

1. Bill passes March
2. OSE unit QUICKLY certified by state
3. OSEs + ESE unit go to table and bargain together as soon as Spring Quarter.
4. NARROW WINDOW—short list of priorities
5. Ratify contract by end of academic year
6. Have 6 months to prepare plan for more funding for western ahead of 2027 leg session

## Option 2: WAWU decides not to go to table until fall

1. Bill passes
  - a. Management's bargaining obligation to OSEs is IMMEDIATE!
  - b. ESEs wait till fall, OSEs bargain in the spring and again in the fall. Both units done by January.
  - c. More time to prepare, but the fiscal year has started and a tired bargaining committee/eboard/organizing committee going into the 2027 legislative session

## **Option 3: In the event the bill does not pass**

1. We're left dealing w/ a university who won't recognize but will negotiate terms
  - a. ESE bargaining will still be the driver for OSE rights, OSEs are in limbo until ESEs negotiate
  - b. If ESE negotiate spring, more likely OSEs can benefit quickly from negotiating improvements ahead of 2027 terms expiring.

# Things to consider:

- Western has already asked us to start considering
  - Upper management + HR are in alignment, they want to start as soon as possible.
- Being the party to delay bargaining puts us on the back foot at the table and in the eyes of potential mediators
- How long would it take to mobilize a majority of BOTH units to sign onto initial bargaining demands (first proposals)
- If we accept, we can get ahead of inflation and bargain cost of living adjustments at the same schedule as the past 3 years
- WTA bus pass.

# Our options

## Option 1: Accept their timeline, bill passes march

1. OSE unit QUICKLY certified by state
2. OSEs + ESE unit go to table and bargain together as soon as Spring Quarter.
3. NARROW WINDOW—short list of priorities
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5. Have 6 months to prepare plan for more funding for western ahead of 2027 leg session

## Option 2: Wait till Fall, bill passes march

1. Management's bargaining obligation to OSEs is IMMEDIATE!
2. OSEs bargain in the spring and again in the fall. Both units done by January.
3. More time to prepare, but the fiscal year has started and a tired bargaining committee/eboard/organizing committee going into the 2027 legislative session

## Option 3: Bill does not pass

1. ESE bargaining will still be the driver for OSE rights, OSEs are in limbo until ESEs negotiate
2. If ESE negotiate spring, more likely OSEs can benefit quickly from negotiating improvements ahead of 2027 terms expiring.
3. ESEs wait till fall, new year, new cohort of workers try and push for similar interim agreement w/ less time ahead of expiration in 2027

**So what do we do  
now?**

# ELECTIONS COMMITTEE

OSE Bargaining Committee - No bylaws??? More like no laws



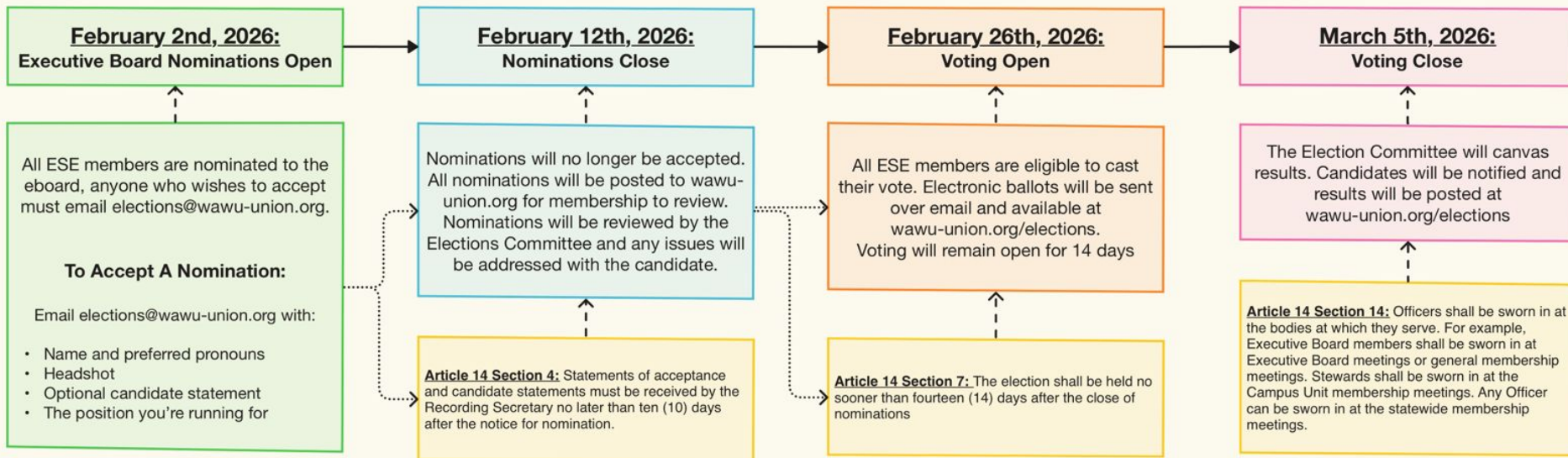
# Bargaining Committee

Our 2026 Bargaining Committee will be a joint committee composed of 12 elected members. 6 ESEs and 6 OSEs will be elected to this bargaining committee

Our 6 OSE Bargaining Committee slots will be directly elected in a special election to be approved by the membership. Interested OSEs should accept their nominations by the approved end date.

Our 6 ESE Bargaining Committee slots will be filled by a subset of members of the Executive Board (Article 9.1). Interested ESEs must run for the Executive Board and then join the Bargaining Committee.

# ESE Election Timeline – Winter 2026



## Elections Committee Info

Meetings are held as needed during election season. If you're interested in getting involved, email [elections@wawu-union.org](mailto:elections@wawu-union.org) and get the elections role in the WAWU discord. Contact [elections@wawu-union.org](mailto:elections@wawu-union.org) with any questions or concerns.

# ESE Nomination Requirements

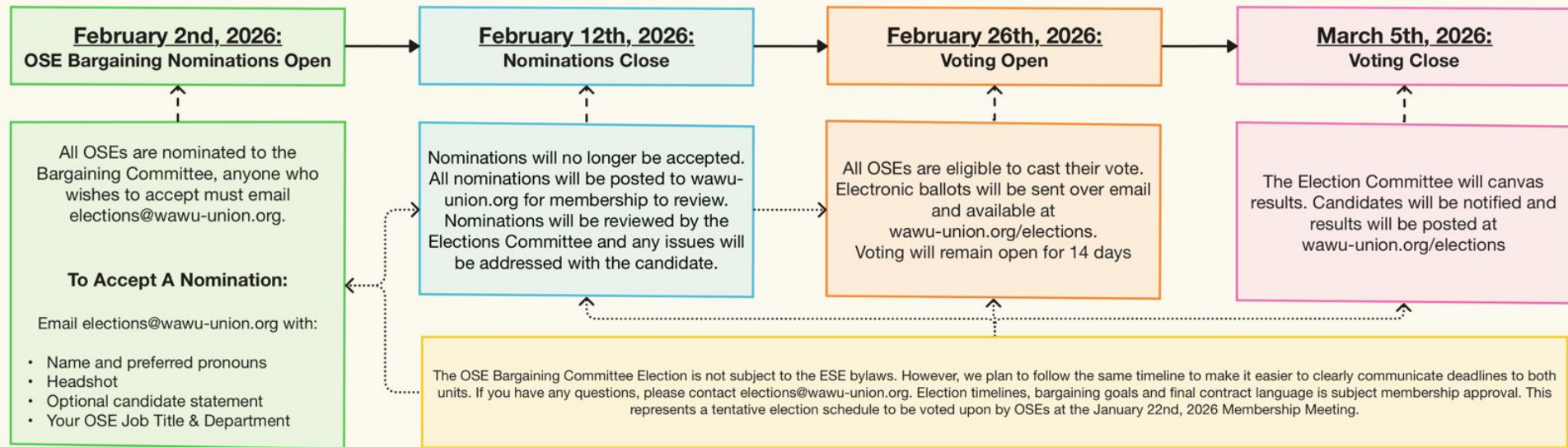
Interested ESEs must email [elections@wawu-union.org](mailto:elections@wawu-union.org) with:

- Name and preferred pronouns
- Headshot
- What position you're running for
- Optional: >500 word candidate statement

Please include all of this information in one email, and make sure it's submitted by the deadline of 2/12/26. Six members of the Executive Board will be chosen internally to serve on the Bargaining Committee.

Email [elections@wawu-union.org](mailto:elections@wawu-union.org) with any questions.

# OSE Bargaining Election Timeline – Winter 2026



## Elections Committee Info

Meetings are held as needed during election season. If you're interested in getting involved, email [elections@wawu-union.org](mailto:elections@wawu-union.org) and get the elections role in the WAWU discord. Contact [elections@wawu-union.org](mailto:elections@wawu-union.org) with any questions or concerns.

# OSE Nomination Requirements

Interested OSEs must email [elections@wawu-union.org](mailto:elections@wawu-union.org) with:

- Name and preferred pronouns
- Headshot
- Your OSE Job Title & Workplace
- Optional: >500 word candidate statement

Please include all of this information in one email, and make sure it's submitted by the deadline of 2/12/26. Winners will be elected through ranked-choice voting by OSEs who have completed an authorization card

Email [elections@wawu-union.org](mailto:elections@wawu-union.org) with any questions.

# CAP!

Community. Action. Partnerships.

JOIN THE COMMITTEE THAT'S MAKING WAVES.

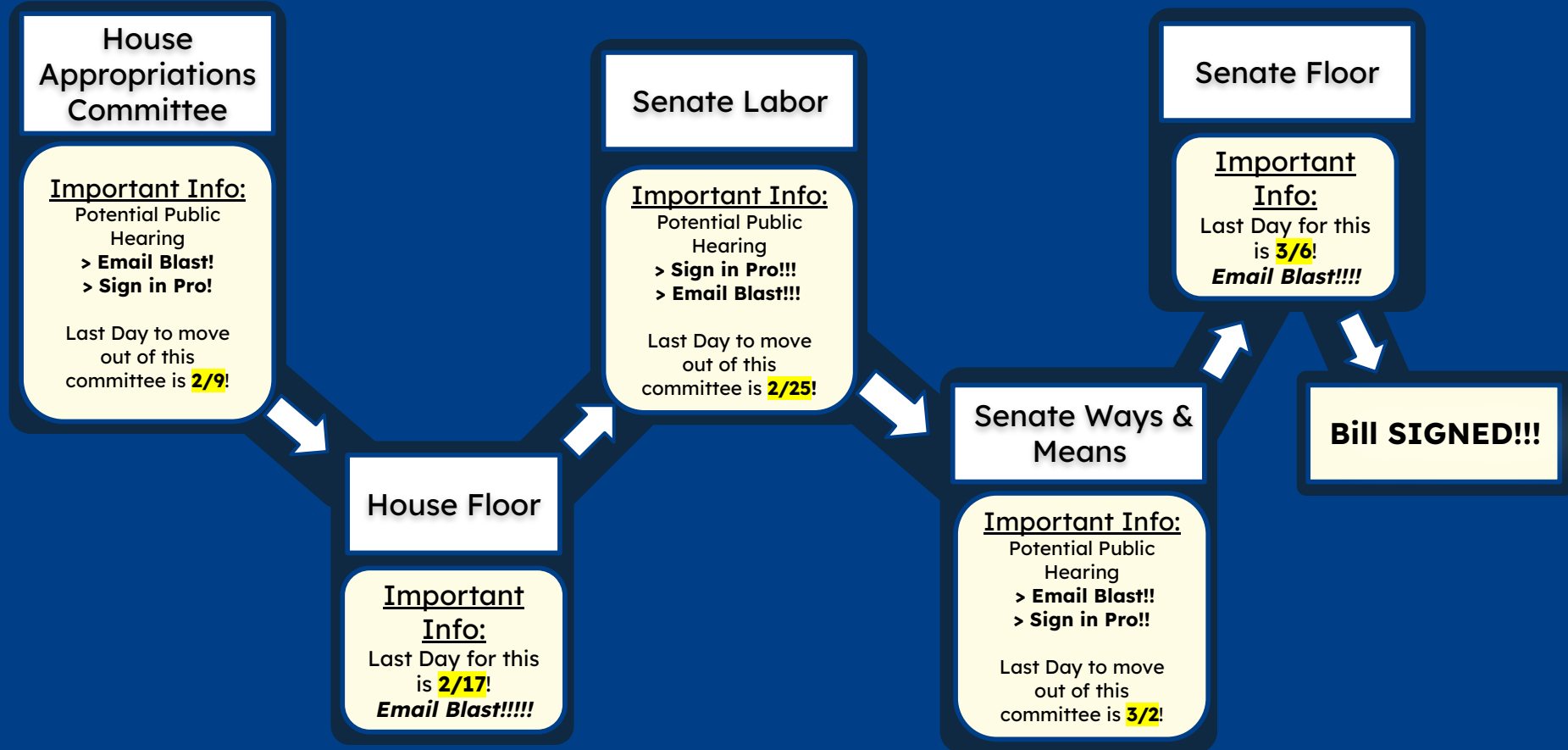
# Why OSE bill??

- Recap:
  - OSEs and ESEs
  - ESEs recognized and have a contract, OSEs are not and do not
  - Third time's the charm! What's changed?
    - Organized! Post strike!
    - Wait... but why do we need a bill?
    - Enshrine a natural right in the law
- BOTH UNITS BARGAINING!!!
- 1100 more workers in the bargaining unit!!!
- Power in numbers, Power for all of WAWU

**HOW DO WE MAKE THIS HAPPEN?**

# House Bill 1570 Timeline!

## (OSE Collective Bargaining Rights Bill)



# HOW DO WE MAKE THIS HAPPEN? WE DO THESE FOUR THINGS.

This guy has never experienced the ~thrill~ of scanning a QR code to advocate for workers rights



1. **OSE Bill—Sign in Pro now!**
2. **Sign up to know when to sign in Pro in the future!**
3. **Sign up to Email our Reps to support the bill now!**
4. **RSVP for UAW Lobby Day on Feb 23rd!**

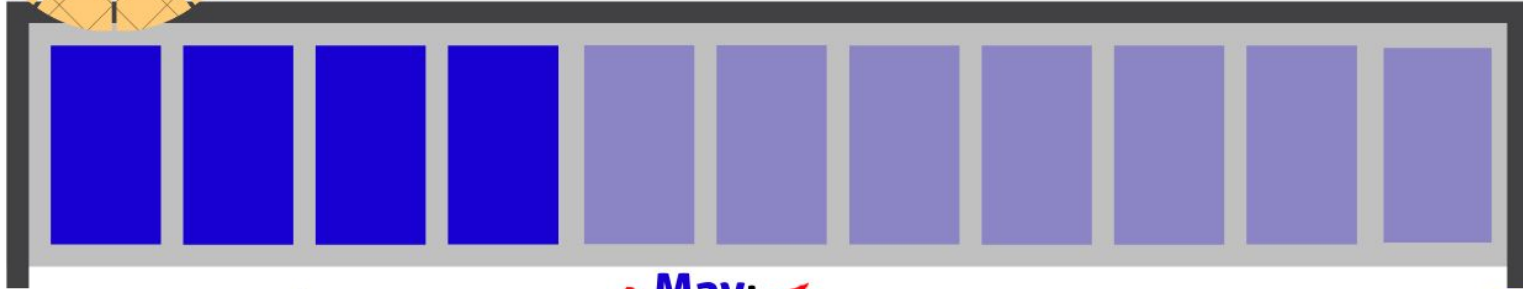
# ORGANIZING COMMITTEE

**GOAL: Majority Auth Cards +  
Membership**

**Sign  
your  
card!**

**Winter Quarter:**  
Lobby Legislators to  
Pass OSE Collective  
Bargaining Bill

**THIS SPRING:**  
Bargain contract, OSEs + ESEs  
united as WAWU-UAW 4929



**Dec 5th**  
File Union  
Petition

~~**May:**  
Union  
Election~~

Card check  
election



# ORGANIZING COMMITTEE

GOAL: >30% of people in each organizing area to fill out bargaining survey

## *Why is the bargaining survey important?*

- The bargaining committee needs to know the priorities of all student workers across campus.



## *How?*

- You!
- Get into groups based on where you work!!

## *In small groups discuss*

1. Who can send out bargaining survey to workplace/ organizing area!
2. Who can talk to coworkers not in this room?

# BREAKOUT GROUPS

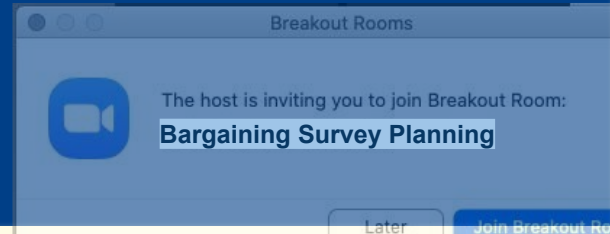


*(based on workplace)*

*(with somebody who goes to OC)*

*(discussing who can send out the bargaining survey to their workplace/organizing area)*

*(and others not present who can do the same)*

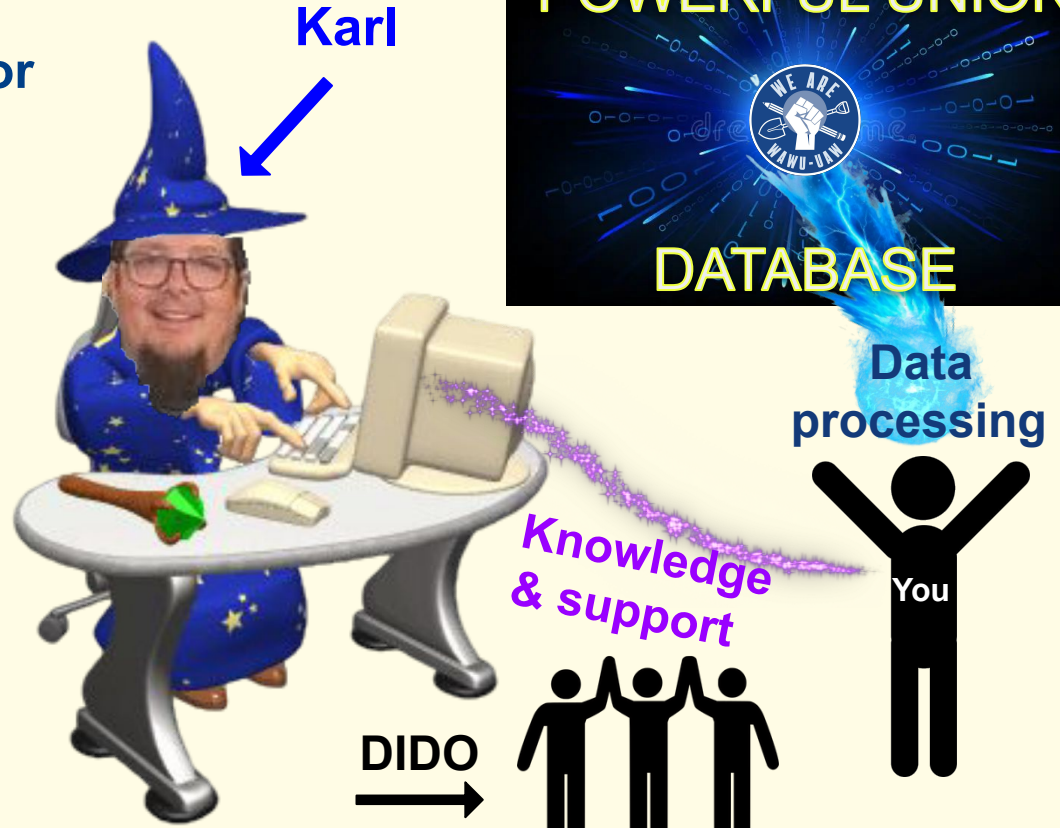


# Data-In Data-Out (DIDO)

Mondays 3-4 in AW 203

- We are making a database for WAWU!
- Work with a professional database wizard from UAW (Karl) with >20 years of experience

**NO EXPERIENCE  
NECESSARY!**



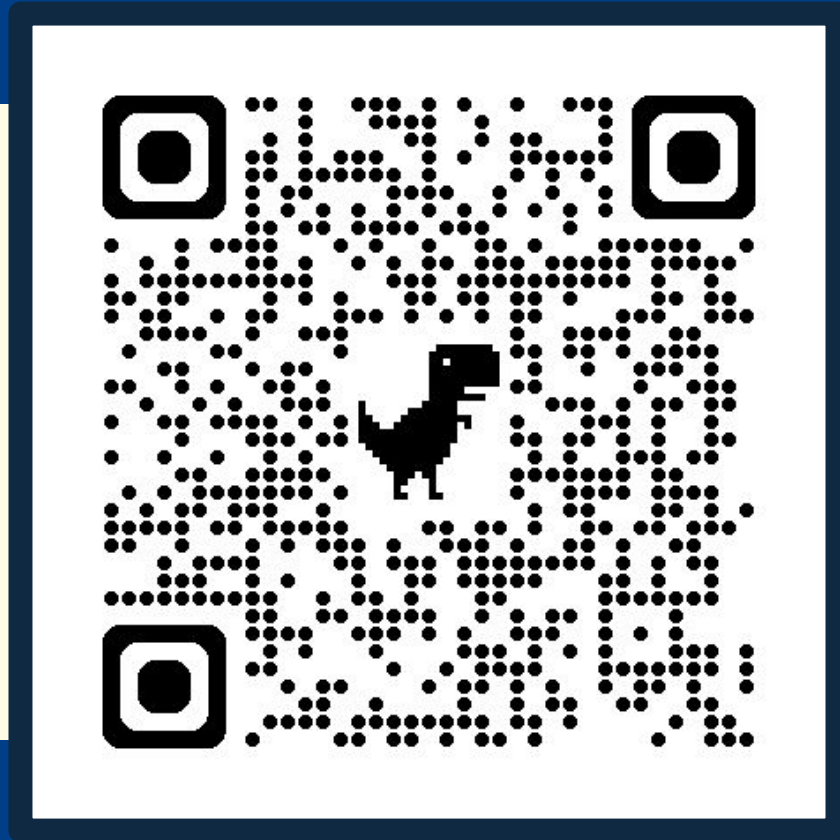
# COMMITTEE MEETING DATES

- **Organizing** Committee: Wednesdays @ 5-6:30 PM
- **ACE** Committee: Sundays @ 2-3 PM (Must attend trainings 1 & 2)
- **DIDO** Committee: Mondays @ 3-4 PM
- **Communications** Committee: Thursdays @ 6-7 PM
- **CAP** Committee: Tuesdays @ 5-6 PM
- **EAP** Committee: 2nd and 4th Thursdays, @ 6:30-7 PM (Next: 1/29/26)
- **Bylaws** Committee: Mondays @ 4:00-5:00 PM
- Next **E-Board** Meeting: Thursday 2/5 @ 6 PM (first Thursdays)

**GET IN THE DISCORD BABYYYYYY**



Scan to Sign in PRO on HB 1570



“Let us have a union— so we can bargain for **what we need**. Let us have funding— so we can *get* **what we need.**” - Colleen



**RSVP**



Fill out this  
form to stay  
updated on  
when next to  
**SIGN IN PRO!**  
(and email)

